EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAM

Fiscal Year 2016 - Fiscal Year 2017

November 6, 2015

NORTH CENTRAL REGIONAL TRANSIT DISTRICT

1327 N Riverside Drive, Española, NM 87532

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EQUAL EMPLOYMENT OPPORTUNITY PLAN

I. EXECUTIVE DIRECTORS'S POLICY STATEMENT POLICY

The Regional Transit District Act was adopted by the State Legislature and signed on March 21, 2003. The Regional Transit District Act, NMSA 1978 Section 73-25-1 et seq., authorizes New Mexico governmental units to establish regional transit districts that are authorized to finance, construct, operate, maintain, and promote regional transit systems. The North Central Regional Transit District (NCRTD) satisfied the conditions of the Regional Transit District Act and was certified by the New Mexico Transportation Commission on September 14, 2004 and is a sub-division of the State of New Mexico. The NCRTD has entered into Intergovernmental Agreements with the following entities: Counties of Santa Fe, Los Alamos, Rio Arriba and Taos; Cities and Towns of Santa Fe, Edgewood, Taos and Española and the Pueblos of San Illdefonso, Nambe, Tesuque, Santa Clara, Pojoaque and Ohkay Owingheh.

Elected and appointed representatives of these organizations serve on the NCRTD's Board of Directors and give the organization direction.

The NCRTD's mission is to provide safe, secure and effective public transportation within North Central New Mexico in order to enhance the quality of life of our citizens by providing mobility options and economic opportunities throughout the region.

The NCRTD provides a variety of transit routes and services to citizens within the District's four county service area, and is funded through a combination of federal, state and other grants, a voter authorized Regional Gross Receipts Transit Tax, and miscellaneous revenues.

NCRTD prohibits discrimination on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, gender identity, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance.

The NCRTD will keep these tenets in mind in recruitment, selection, placement, promotion, training, compensation of its employees, and in all other official acts of the NCRTTD and its employees and agents..

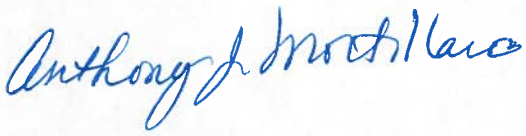
The Human Resources Director will be appointed to serve as our EEO officer for NCRTD. The EEO Officer will be responsible for ensuring that we comply with all EEO responsibilities

We are committed to an Affirmative Action Program including goals and timetables for good-faith efforts to achieve full utilization of minorities and women at all levels and segments of NCRTD's workforce where deficiencies may exist.

All management personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved. The performance of managers and supervisors will be evaluated on their contribution to the success of the EEO program the same way as their performance on other NCRTD goals is evaluated.

Employees and applicants will have the right to file complaints and reports alleging discrimination with the appropriate official(s). All such complaints and reports will be thoroughly investigated. No adverse action or retaliation will be taken or permitted against any employee who reports issues of workplace discrimination or harassment.

SIGNED:



Anthony J. Mortillaro

Executive Director

II. POLICY

North Central Regional Transit District (NCRTD) is an Equal Opportunity Employer.

It shall provide equal employment opportunity to its employees and applicants for employment on the basis of fitness and merit without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability except where sex or age or lack of disability is an accepted occupational qualification, or handicap. This policy shall be followed in recruiting, hiring, promotion into all position classifications, compensation, benefits, transfers, layoffs, returns from layoffs, demotions, termination, NCRTD-sponsored training programs, educational leave, social and recreational programs, and use of NCRTD facilities.

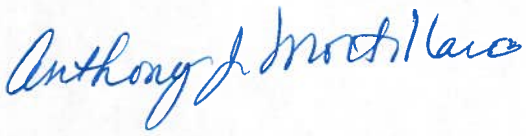
Any person employed by NCRTD who fails to comply with this policy is subject to disciplinary action, up to, and including termination.

Where necessary, this policy is to be extended in order that NCRTD be in compliance with the following federal restraints: the U.S. Constitution, Federal Transportation Administration (FTA) 4704.1, the Civil Rights Act of 1866, the Civil Rights Act of 1871, Title VI and VII of the Civil Rights Act of 1974, the State and Local Fiscal Assistance (Revenue Sharing) Act of 1972, the Age Discrimination in the Employment Act of 1975, the Intergovernmental Personnel Act of 1970, Housing and Community Development Act of 1974, and the Rehabilitation Act of 1973 and all relevant executive orders and regulations including but not limited to Executive Order 13672.

The implementation of this EEO plan is a reaffirmation of adherence to and promotion of the policy of nondiscrimination in all action affecting NCRTD employees and in managing NCRTD resources. The guidelines and objectives contained in this plan are designed to assist NCRTD and all of its employees in adhering to that policy.

Employees and applicants will have the right to file complaints and reports alleging discrimination with the appropriate official(s). All such complaints and reports will be thoroughly investigated. No adverse action or retaliation will be taken or permitted against any employee who reports issues of workplace discrimination or harassment.

SIGNED:



Anthony J. Mortillaro

Executive Director

III. ANNUAL GOALS AND OBJECTIVES

The North Central Regional Transit District' goal is to make its workforce more closely reflect the labor force in North Central New Mexico. The Agency will make specific good faith efforts to identify the underutilization of women and minorities, and make the necessary changes to remove any existing barriers to their employment. NCRTD will also work to recruit and retain qualified minorities, women, and individuals with disabilities at all employment levels.

Underutilization may be caused by barriers to employment. Therefore, the NCRTD's hiring officials will review their recruitment, selection, and promotion process as well as the on-the-job treatment of employees to ensure that women and minorities receive equal employment opportunity to secure employment and promotion.

The NCRTD Executive Director, with the assistance of the Equal Employment Opportunity Officer, will annually perform the following activities necessary to prepare and update the goals and objectives of the Affirmative Action Plan for Equal Opportunity:

A. Analyze current staff and staffing patterns to determine the racial and sex composition of NCRTD employees and of the four county regional area workforce in order to establish benchmark ratios of race and sex.

B. Based on the ratios developed under A. above, establish short range (less than 1 year) employment goals and objectives to address any areas of under-utilization of minorities or females and/or which would further equal employment opportunity for NCRTD employees or the projected work force.

C. Based on the ratios developed under A. above, establish longer range (1-5 years) employment goals and objectives to address any areas of under-utilization of minorities or females and/or which would further equal employment opportunity for NCRTD employees or the projected work force.

IV. DISSEMINATION OF POLICIES AND PROCEDURES

The NCRTD Equal Employment Opportunity Program will be communicated in the following manner:

Internal

- A copy of the full EEO Plan will be provided to each manager with authority to hire or contract for services, and given to each employee.

- The EEO/AA Policy will be placed in all future employee handbooks and manuals and existing employees shall be asked to review the policy and save it along with their employee handbooks and manuals.

- The EEO/AA Policy will be discussed at appropriate supervisory meetings covering the subject of recruitment, employment, training, promotion and transfer of employees and procurement of services.

- The EEO Policy and Complaint Resolution Procedure posters will be permanently posted and conspicuously displayed in areas available to employees and applicants for employment.

- NCRTD's EEO Program Plan and related documents will be posted on the internet.

External

- Notification of NCRTD's EEO Program Plan will be given to all recruitment sources and community groups.

- All employment advertising methods utilized by NCRTD will include its EEO Policy Statement.

- NCRTD's EEO Program Plan and related documents will be on its website.

- NCRTD's EEO Policy Statement will be included on employment applications.

- NCRTD will advise contractors and business partners of the EEO policies and procedures to ensure awareness and compliance.

- The dissemination of NCRTD's EEO/AA policy is not limited to the above referenced items. As considered appropriate, NCRTD utilizes whatever means necessary to convey the organization's commitment to equal employment opportunity.

V. RESPONSIBILITIES

A) NCRTD EXECUTIVE DIRECTOR

Ultimate responsibility for the implementation of this policy and the NCRTD's affirmative action program rests with the NCRTD Executive Director. The Executive Director's responsibilities may include:

1. Assisting in identifying problem areas and establishing agency and unit goals and objectives;

2. Being actively involved with local minority organizations, women's and handicapped groups, community organizations and community service programs designed to promote EEO;

3. Participating actively in periodic audits of all aspects of employment in order to identify and to remove barriers obstructing the achievement of specified goals and objectives;

4. Holding regular discussions with managers, supervisors, and employees to assure the agency's policies and procedures are being followed;

5. Reviewing the qualifications of all employees to assure that minorities, disabled persons, and women are given full opportunities for transfer, promotions, training, salary increases, and other forms of professional advancement;

6. Participating in the review and/or investigation of complaints alleging discrimination;

7. Conducting and supporting career counseling for all employees;

8. Participating in periodic audits to ensure that all agency facilities are in compliance (e.g., EEO posters are properly displayed on all employees bulletin boards);

B) EQUAL EMPLOYMENT OPPORTUNITY(EEO) OFFICER

The Human Resources Director will assume the position of the Equal Employment Opportunity Officer and perform the following duties and functions:

1. Developing and recommending an EEO policy, a written program, and internal and external communication procedures;

2. Assisting management in collecting and analyzing employment data, identifying problem areas, setting goals;

3. Designing, implementing, and monitoring internal audit and reporting systems to measure program effectiveness and to determine where progress has been made and where further actions is needed;

4. Reporting periodically to the Executive Director on the progress of each unit in relation to the agency's goals (at least semiannually at the direction of the Executive Director);

5. Serving as a liaison between the agency, Federal, State and local governments, regulatory agencies, minority, disabled and women's organizations, and other community groups;

6. Assuring that current legal information affecting affirmative action is disseminated to responsible officials;

7. Assisting in recruiting minority, women and disabled applicants and establishing outreach sources;

8. Evaluating and commenting on all hires and promotions;

9. Processing and managing all employment discrimination complaints.

C) DEPARTMENT HEADS AND SUPERVISORS

Each member of management and supervision is responsible within his/her area of responsibility for conducting activities in a manner which will ensure compliance with the policy and the Affirmative Action Programs. Furthermore, each is made to understand that his/her work performance in the area of equal employment affirmative action is being evaluated.

VI. EQUAL EMPLOYMENT OPPORTUNITY PERSONNEL AND WORKPLACE PRACTICES

The personnel practices of the NCRTD shall at all times conform to the requirements of the law and any legal requirements collectively bargained by the NCRTD notwithstanding any provision of this EEO Policy to the contrary. NCRTD personnel practices shall integrate the following specific EEO considerations.

A) RECRUITMENT

Applicants for employment shall be considered and placed without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability.

The NCRTD shall display equal employment opportunity notices in conspicuous places available to all employees and applicants for employment. Employment application forms shall be in compliance with applicable federal laws. A copy of the NCRTD EEO Policy may be obtained from the EEO Officer or any manager or on the NCRTD's website.

Applications and supporting documents shall be screened by individual managers for evaluation taking into account this EEO Policy. Applicants deemed most suited for available position may be asked to submit additional supporting data for further evaluation, and/or may be asked to submit themselves for an interview. Before a formal offer is made, the EEO officer shall be consulted to ascertain that a good faith effort to implement this EEO Policy has indeed been made. The EEO Officer shall obtain evidence to confirm that the applicant pool from which the selection (hiring) was made had been established without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability. If this cannot be confirmed, the EEO Officer may object to the hiring and the Executive Director shall consider alternatives prior to filling the position. In order enhance the employment opportunities of minorities and women, managers are especially urged to develop a better understanding of minorities and women in the work force and the conditions, problems and expectations of minority groups and women.

The recruitment of persons to fill vacancies will be accomplished without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability. NCRTD will maintain contacts with various minority, women and handicapped groups and organizations concerning manpower resources and requirements when necessary.

1. The EEO Officer will have primary responsibility for recruitment activities with direct assistance from other NCRTD staff involved in the hiring process.

2. Whenever practical all job openings will be advertised in the news media. They will also be advertised in any news media forum that targets women and minorities as well as organizations and institutions catering predominantly to women and minorities. Where visual media (such as online posts, posters or flyers) is used, all pictures that show visual representations of the NCRTD staff shall include minorities and/or females. The NCRTD may choose not to advertise vacancies when more than 5 current (three months or less) applications are on file for a position, or selections can be made from a pre-selected standing list of qualified applicants, or a collective bargaining agreement or law does not permit advertising the position.

3. The latest job listing will be posted in such a manner that all employees and potential employees have equal access to this information.

4. Communications will be maintained with educational institutions and vocational schools for recruitment, including predominantly minority and women's institutions.

5. The Executive Director will determine where to advertise vacant positions; either in-house only or in the local news media.

The Utilization Analysis will be annually reviewed by both the EEO Officer and other appropriate NCRTD staff in an effort to ensure that qualified women and minorities are provided opportunities at rates substantially similar to those of qualified men and non-minority employees. NCRTD will strive to employ and retain qualified individuals with disabilities in all levels of its workforce.

B) SELECTION

The selection of persons to fill job vacancies will be accomplished through approved procedures only, adhering to the documented NCRTD hiring process. Persons will be hired without regard to non-merit factors following a completely objective appraisal of each eligible individual interested in the position.

C) PROMOTION

Promotion will be proposed in accordance with applicable rules, on a nondiscriminatory basis. The procedures used in selecting persons for promotion will be evaluated periodically to ensure that they are realistic and relevant. Any employee who feels he or she has not been accorded fair and impartial treatment regarding employment will be offered an opportunity to discuss this problem. In order to encourage merit based promotions the NCRTD shall seek to fund and provide assistance as follows.

1. Continued emphasis will be placed on the NCRTD's educational assistance programs.

2. Training programs shall be designed to upgrade the skills of employees so that they can improve performance in their present position.

3. On-the-job training will be designed so that employees have an opportunity to acquire skills needed to qualify for promotions and/or an enhanced position with the NCRTD.

4. Employees with managerial ability will be encouraged to acquire skills on- the-job or through more formalized training prior to their advancement into a management position.

D) EEO TRAINING

All personnel involved in the recruitment and selection process will be trained to ensure they understand the EEO Program Plan, and are committed to its intent. Training shall also be provided annually to appropriate personnel including the NCRTD Executive Director, the EEO Officer and all Department Heads.

E) DISCIPLINARY ACTION

An employee may be disciplined for any of the reasons provided under the NCRTD's Personnel Rules and Regulations. Any NCRTD employee who feels that he or she has been wrongfully subjected to disciplinary

action has the right to appeal the action, either verbally or in writing, pursuant to the procedures set forth in the NCRTD Personnel Rules and Regulations

This EEO Policy may serve as grounds for disciplinary action against employees. Any employee, who is found to have violated this policy may be subject to prompt and appropriate disciplinary action, up to and including termination.

If an employee believes any disciplinary action against him or her is EEO related, he/she has the right to request a review from the EEO Officer to ensure compliance with NCRTD's EEO Policy. If the EEO Officer finds that an EEO issue exists, the Procedures outlined in Section VIII: Issue Resolution of the Policy will be implemented and followed.

The EEO Officer will be apprised of all verbal and written appeals based upon EEO compliance issues.

F) WORK ASSIGNMENTS

All management personnel will be responsible for monitoring employee placement, assignment of duties and work sites to ensure that assignments are made on a non-discriminatory basis.

G) SEPARATION FROM EMPLOYMENT

Exiting employees shall be afforded the opportunity to participate in an optional exit interview conducted by Human Resources or other appropriate staff that will allow them to:

- Discuss the precise reason(s) for the termination.
- Voice any concerns they may have been reluctant to express while employed.
- Provide positive and negative comments and suggestions related to their employment experience.

NCRTD will review recorded terminations' information to identify if women and minorities leave the Agency at rates substantially different from those of men, non-minority employees, and employees without disabilities.

H) WAGES AND SALARIES

NCRTD complies with the Equal Pay Act of 1963 which requires all employers subject to the Fair Labor Standards Act to provide equal pay for men and women performing similar work.

NCRTD will evaluate current salaries to ensure appropriate range placement based on job related experience, skills and abilities. NCRTD will examine salary anomalies and ensure equality among male and female employees.

I) EMPLOYEES WITH DISABILITIES

It is the policy of NCRTD not to discriminate against any employee or applicant for employment because of physical or mental disability in regard to any position for which the employee or applicant for employment is qualified. NCRTD takes affirmative action to employ, advance in employment and otherwise treat qualified individuals with known disabilities without discrimination based upon their physical or mental disability in all employment practices.

NCRTD will attempt to provide reasonable accommodations for employees with disabilities, unless such accommodation would impose an undue hardship on the conduct of its business. NCRTD also commits to engaging in an interactive process with the person requesting the accommodation (or their representative), as needed, to determine an appropriate accommodation.

J) SEXUAL HARASSMENT POLICY AND PRACTICES

NCRTD will not tolerate sexual harassment of its employees by anyone. Persons suspected of sexually harassing others will be investigated.

Normal, courteous, mutually respectful, pleasant, non-coercive interactions between employees that are acceptable to both parties are not considered to be sexual harassment.

Sexual harassment as defined by the Equal Employment Opportunity Commission is:

- Unwelcomed or unwanted sexual advances;
- Requests and demands for sexual favors;
- Verbal abuse or kidding that is sexually oriented and considered unacceptable by another individual;
- Engaging in any type of sexually oriented conduct that would unreasonably interfere with another's work performance; and
- Creating a work environment that is intimidating, hostile, or offensive.

Sexual harassment includes a wide range of behaviors, from the actual coercion of sexual relations to unwelcome offensive comments, jokes, innuendos, and other sexually-oriented statements and unwelcome emphasizing of sexual identity. It can occur between employees, and between employees and members of the public, including vendors, visitors, passengers, or others with whom employees come into contact while working for NCRTD.

Harassment of any kind, including sexual harassment, is illegal and prohibited. Any employee, who feels he or she is the victim of workplace harassment, or who witnesses unlawful harassment or abuse, whether from management, co-workers, or third parties, should promptly report the matter to their supervisor or manager. All such reports will be thoroughly investigated. No adverse action or retaliation will be taken or permitted against any employee for reporting the issues of workplace harassment.

It shall be the responsibility of the EEO Officer to advise any employee who feels she or he has been sexually harassed of the proper procedure for handling the complaint.

K) NCRTD FACILITIES AND BENEFITS

Equal opportunity shall be assured to all NCRTD employees for proper use of NCRTD facilities.

The benefits and conditions of employment as outlined in the NCRTD Employee Handbook shall be monitored to assure that they continue' to be equally available to all employees.

VII. RECORDS

Race/sex records will be kept on the following:

- applicants
- hiring
- terminations
- promotions
- transfers
- training
- complaints of discrimination

Records on the subjects listed above will be maintained by the EEO Officer. They will be reviewed periodically to ensure that actions taken by the organization are consistent with EEO and Affirmative Action Policy. Records of correspondence with the various recruitment contacts (minority, female, handicapped organizations) will also be maintained.

A file of all job advertisements will continue to be kept by the Personnel EEO Officer. At least annually all department heads and supervisors will be provided training in EEO/Affirmative Action subjects including interviewing techniques.

VIII. EEO ISSUE RESOLUTION

It is NCRTD's policy to provide a pleasant working environment for all employees. The EEO issue resolution procedure outlined below will address discrimination complaints regarding race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability.

Utilization of this issue resolution procedure will not in any way jeopardize current or prospective employment status and shall be independent of, and in addition to, any other procedural rights afforded to employees under the NCRTD Personnel Rules and Procedures.

Issue Resolution Procedures are as follows:

1. The EEO Officer will receive all written complaints of discrimination. These complaints may be direct from the employee or referred from a supervisor or manager who has received a complaint from an employee.

2. All discrimination complaints filed under this procedure will be accepted for investigation up to and including 30 days after the date of the alleged discriminatory act.

3. All complaints will be properly recorded and signed by the complainant. Employees will be advised and counseled as to other avenues of redress including, but not limited to, the following:
    - New Mexico Department of Workforce Solutions, Human Rights Bureau
    - U.S. Equal Employment Opportunity Commission.

4. All complaints will be investigated and processed by the EEO Officer within 30 days of receipt.

5. The complainant will receive written notification regarding the results of the investigation and the final disposition of the complaint including remedial actions to be taken.

6. If the complainant disagrees with the findings and decisions of the EEO Officer, he/she will be advised and counseled as to other avenues of redress including, but not limited to, the following:
    - New Mexico Department of Workforce Solutions, Human Rights Bureau
    - U.S. Equal Employment Opportunity Commission.

7. The EEO Officer will take necessary steps to ensure the confidentiality of all discrimination or harassment complaint records and of any counseling done in the course of the complaint procedure to the maximum extent permitted by law.

IX. SIGNATURE AND APPROVAL

NORTH CENTRAL REGIONAL TRANSIT DISTRICT

Approved by Executive Director:

Anthony J Mortillaro

Anthony J. Mortillaro

Date: 11/6/15

Approved as to form and legal sufficiency by the NCRTD legal counsel:

_____

Name

Date: _____

X. APPENDIX

A) UTILIZATION ANALYSIS

Equal employment opportunity assumes that the workforce of any given business should mirror the race and sex composition of the population. A major factor in assessing equal employment opportunity is the skill availability of the labor pool.

Employment Opportunity legislation (Title VII of the Civil Rights Act of 1964, as amended) and subsequent executive orders (Executive Order 11246, as amended); require that Federal contractors and subcontractors certify that they do not discriminate with respect to employment and the conditions thereof.

The assessment below analyses the workforce composition metrics of NCRTD vs. Labor Market in Rio Arriba, Taos, Santa Fe and Los Alamos Counties.

The following tables have been created to aid in the Utilization Analysis process:

- NCRTD'CURRENT WORKFORCE ANALYSIS

  Reflects the make-up of our current workforce as of October 31, 2015.

- LABOR MARKET ANALYSIS

  Represents the available raw data extracted from the US Census Bureau - 2010 Census.

- UTILIZATION

  Compares the values from NCRTD's current workforce and the Labor Market.

  Percent difference: The comparison includes a 'percent difference' between the Market and NCRTD and its corresponding index of those percentages.

  Index: The Index is instrumental in calculating the percent of the percent in other words, is the comparison between the two percentages, the Market's and NCRTD's.

NCRTD'CURRENT WORKFORCE ANALYSIS

The NCRTD workforce consists of sixty (60) employees representing six Job Categories:

- Executive/Senior Level Officials and Managers
- First/Mid-Level Officials and Managers
- Professionals
- Administrative Support Workers
- Craft Workers
- Operatives

Observations:

NCRTD's workforce is made of 60% male and 40% female.

Overall NCRTD'S Workforce is made up of:

- Hispanic/Latino workers at 53.3%
- White at 38.3%
- American Indian at 8.3%.

The largest job category is Operatives at 71.7. Operatives are primarily males at 58.1%.

The second largest category is Officials and Managers who make up 16.7% once again primarily males at 70%.

Also notable that 90% of all Officials and Managers are White.

JOB CATEGORIES	Race/Ethnicity														
	Hispanic Or Latino		Not-Hispanic Or Latino												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	TOTALS
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	1	0	5	0	0	0	0	0	3	0	0	0	0	0	9
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
Craft Workers	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3
Operatives	13	12	8	0	0	0	4	0	5	0	0	0	1	0	43
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	17	15	15	0	0	0	4	0	8	0	0	0	1	0	60

NCRTD		Total	Hispanic and Latino	Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races				Balance of not Hispanic or Latino	*% of Job Category*
				White alone	Black or African American	American Indian and Alaska	Asian alone	Native Hawaiian and Other	White and Black	White and AIAN	White and Asian	Black and AIAN		
Officials and managers														*16.7%*
Total, both sexes														
	Number	10	1	9	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	7	1	6	0	0	0	0	0	0	0	0	0	
	Percent	70.0%	10.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	3	0	3	0	0	0	0	0	0	0	0	0	
	Percent	30.0%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional workers														*1.7%*
Total, both sexes														
	Number	1	1	0	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	1	1	0	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Technicians														*0.0%*
Total, both sexes														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Sales workers														*0.0%*
Total, both sexes														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Administrative support workers														*5.0%*
Total, both sexes														
	Number	3	3	0	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	3	3	0	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Craft workers														*5.0%*
Total, both sexes														
	Number	3	2	1	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	3	2	1	0	0	0	0	0	0	0	0	0	
	Percent	100.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Operatives														*71.7%*
Total, both sexes														
	Number	43	25	13	0	5	0	0	0	0	0	0	0	
	Percent	100.0%	58.1%	30.2%	0.0%	11.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	25	13	8	0	4	0	0	0	0	0	0	0	
	Percent	58.1%	30.2%	18.6%	0.0%	9.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	18	12	5	0	1	0	0	0	0	0	0	0	
	Percent	41.9%	27.9%	11.6%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Laborers and helpers														*0.0%*
Total, both sexes														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Service workers														*0.0%*
Total, both sexes														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	0	0	0	0	0	0	0	0	0	0	0	0	
	Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Race Breakdown Totals														
Total, both sexes														
	Number	60	*32*	*23*	*0*	*5*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	
	Percent	*100.0%*	*53.3%*	*38.3%*	*0.0%*	*8.3%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	
Male														
	Number	36	*17*	*15*	*0*	*4*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	
	Percent	*60.0%*	*28.3%*	*25.0%*	*0.0%*	*6.7%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	
Female														
	Number	24	*15*	*8*	*0*	*1*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	
	Percent	*40.0%*	*25.0%*	*13.3%*	*0.0%*	*1.7%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	

LABOR MARKET

Officials and Managers:

1 in 10 workers are Officials and Managers.

Most Officials and Managers in the Labor Market are female at 51.4%. More than half of all the females in the Officials and Managers job category are White.

Even though the primary race for this category is White at 59.7%, the largest inequality happens between the Hispanic/Latino men and women with 15.8% male and 20.2% Hispanic/Latino female. The White race has a close representation from male and female at 30.1% and 29.5%.

Professionals:

The largest job category in the market are professional workers at 26.6% which is primarily female with 53.6%.

The largest inequality is between Hispanic/Latino and White workers. Hispanic/Latino make up 21.9% and White workers 72.7% for this job category.

Notable in this category are Asians at 2.7% which makes this the highest representation of Asians for all job categories in the market.

Administrative Support:

Administrative support workers makes up 15.1% of the Market workforce. Most of the Administrative support workers in the Market are females at 76.1%.

Craft Workers:

Craft workers make up 11.4% of the entire workforce. The great majority of Craft workers in the Market are males at 96.5%.

Operatives:

Operatives is a fairly small share of the Market's workforce with only 2.6%. Most Operatives are males at 70%.

Market		Total	Hispanic and Latino	Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races				Balance of not Hispanic or Latino	% of Job Category
				White alone	Black or African American	American Indian and Alaska	Asian alone	Native Hawaiian and Other	White and Black	White and AIAN	White and Asian	Black and AIAN		
Officials and managers														*9.7%*
Total, both sexes														
	Number	4,565	*1635*	2,725	25	115	35	4	0	0	10	0	15	
	Percent	100.0%	35.8%	59.7%	0.5%	2.5%	0.8%	0.1%	0.0%	0.0%	0.2%	0.0%	0.3%	
Male														
	Number	2,225	*720*	1,375	25	45	35	4	0	0	10	0	0	
	Percent	48.7%	15.8%	30.1%	0.5%	1.0%	0.8%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	
Female														
	Number	2,345	*920*	1,345	0	65	0	0	0	0	0	0	15	
	Percent	51.4%	20.2%	29.5%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Professional workers														*26.6%*
Total, both sexes														
	Number	12,510	*2745*	9,095	25	205	340	4	0	25	10	0	65	
	Percent	100.0%	21.9%	72.7%	0.2%	1.6%	2.7%	0.0%	0.0%	0.2%	0.1%	0.0%	0.5%	
Male														
	Number	5,810	*1425*	4,165	15	80	75	0	0	0	10	0	45	
	Percent	46.4%	11.4%	33.3%	0.1%	0.6%	0.6%	0.0%	0.0%	0.0%	0.1%	0.0%	0.4%	
Female														
	Number	6,700	*1320*	4,930	10	125	265	4	0	25	0	0	25	
	Percent	53.6%	10.6%	39.4%	0.1%	1.0%	2.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	
Technicians														*2.8%*
Total, both sexes														
	Number	1,325	*615*	640	0	55	0	0	0	0	0	0	15	
	Percent	100.0%	46.4%	48.3%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Male														
	Number	580	*190*	345	0	25	0	0	0	0	0	0	15	
	Percent	43.8%	14.3%	26.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Female														
	Number	745	*425*	295	0	30	0	0	0	0	0	0	0	
	Percent	56.2%	32.1%	22.3%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Sales workers														*10.5%*
Total, both sexes														
	Number	4,935	*2290*	2,415	60	90	15	0	0	25	20	0	20	
	Percent	100.0%	46.4%	48.9%	1.2%	1.8%	0.3%	0.0%	0.0%	0.5%	0.4%	0.0%	0.4%	
Male														
	Number	1,725	*755*	915	35	10	0	0	0	0	10	0	4	
	Percent	35.0%	15.3%	18.5%	0.7%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	
Female														
	Number	3,205	*1530*	1,495	25	80	15	0	0	25	10	0	20	
	Percent	64.9%	31.0%	30.3%	0.5%	1.6%	0.3%	0.0%	0.0%	0.5%	0.2%	0.0%	0.4%	
Administrative support workers														*15.1%*
Total, both sexes														
	Number	7,105	*3835*	2,820	30	310	65	0	15	10	0	0	30	
	Percent	100.0%	54.0%	39.7%	0.4%	4.4%	0.9%	0.0%	0.2%	0.1%	0.0%	0.0%	0.4%	
Male														
	Number	1,700	*805*	740	4	95	35	0	4	10	0	0	4	
	Percent	23.9%	11.3%	10.4%	0.1%	1.3%	0.5%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Female														
	Number	5,410	*3030*	2,080	25	215	30	0	10	0	0	0	20	
	Percent	76.1%	42.6%	29.3%	0.4%	3.0%	0.4%	0.0%	0.1%	0.0%	0.0%	0.0%	0.3%	
Craft workers														*11.4%*
Total, both sexes														
	Number	5,360	*3830*	1,445	0	85	0	4	0	0	0	0	0	
	Percent	100.0%	71.5%	27.0%	0.0%	1.6%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	5,175	*3770*	1,315	0	85	0	4	0	0	0	0	0	
	Percent	96.5%	70.3%	24.5%	0.0%	1.6%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	185	*55*	130	0	0	0	0	0	0	0	0	0	
	Percent	3.5%	1.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Operatives														*2.6%*
Total, both sexes														
	Number	1,215	*905*	305	0	4	0	0	0	0	0	0	0	
	Percent	100.0%	74.5%	25.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Male														
	Number	850	*625*	225	0	0	0	0	0	0	0	0	0	
	Percent	70.0%	51.4%	18.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	360	*285*	75	0	4	0	0	0	0	0	0	0	
	Percent	29.6%	23.5%	6.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Laborers and helpers														*4.9%*
Total, both sexes														
	Number	2,310	*1620*	555	55	55	0	0	0	25	0	0	0	
	Percent	100.0%	70.1%	24.0%	2.4%	2.4%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
Male														
	Number	1,935	*1450*	375	55	55	0	0	0	0	0	0	0	
	Percent	83.8%	62.8%	16.2%	2.4%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Female														
	Number	380	*175*	180	0	0	0	0	0	25	0	0	0	
	Percent	16.5%	7.6%	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
Service workers														*16.2%*
Total, both sexes														
	Number	7,625	*4795*	2,205	10	315	200	4	10	35	30	0	25	
	Percent	100.0%	62.9%	28.9%	0.1%	4.1%	2.6%	0.1%	0.1%	0.5%	0.4%	0.0%	0.3%	
Male														
	Number	4,170	*2750*	995	10	225	100	4	10	35	30	0	10	
	Percent	54.7%	36.1%	13.0%	0.1%	3.0%	1.3%	0.1%	0.1%	0.5%	0.4%	0.0%	0.1%	
Female														
	Number	3,455	*2040*	1,215	0	90	95	0	0	0	0	0	10	
	Percent	45.3%	26.8%	15.9%	0.0%	1.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Race Breakdown Totals														
Total, both sexes														
	Number	*46950*	*22270*	*22205*	*205*	*1234*	*655*	*16*	*25*	*120*	*70*	*0*	*170*	
	Percent	*100.0%*	*47.4%*	*47.3%*	*0.4%*	*2.6%*	*1.4%*	*0.0%*	*0.1%*	*0.3%*	*0.1%*	*0.0%*	*0.4%*	
Male														
	Number	*24170*	*12490*	*10450*	*144*	*620*	*245*	*12*	*14*	*45*	*60*	*0*	*78*	
	Percent	*51.5%*	*26.6%*	*22.3%*	*0.3%*	*1.3%*	*0.5%*	*0.0%*	*0.0%*	*0.1%*	*0.1%*	*0.0%*	*0.2%*	
Female														
	Number	*22785*	*9780*	*11745*	*60*	*609*	*405*	*4*	*10*	*75*	*10*	*0*	*90*	
	Percent	*48.5%*	*20.8%*	*25.0%*	*0.1%*	*1.3%*	*0.9%*	*0.0%*	*0.0%*	*0.2%*	*0.0%*	*0.0%*	*0.2%*	

Observations:

Generally notable in the Market is the inequality between men and women with women in the higher paid job categories.

However male continue to have the higher share of the Labor Market at 51.5%.

There are three main races within this market:

- Hispanic/Latino at 35.8%
- White alone at 59.7%
- American Indian and Alaska at 2.5%

The two main categories Hispanic/Latino and White make up 94.7% of the total Market's workforce in Rio Arriba, Santa Fe, Taos and Los Alamos counties.

Males represent the Hispanic workforce while female dominate the White workforce.

UTILIZATION: NCRTD Workforce vs. Labor Market Analysis

A comparison of NCRTD's work force to the Market labor statistics for Rio Arriba, Santa Fe, Taos and Los Alamos counties provides the following information on utilization:

- White males and Hispanic/Latino females dominate the NCRTD workforce with 12.3% and 20% more than the Market's workforce. We are flat to the market when it comes to Hispanic males with only 6.5% more as reflected by the Index value.

- We have 10% Hispanic/Latino representation in Officials and Managers which is only 27.9% of the Market's average which is 35.8%.

- NCRTD's Officials and Managers are primarily by male while in the Market most are female.

- Overall we have 16.5% more male workers than the Market average.

- The Market has a representation of 2.5% from the American Indian and Alaska race in the Officials and Managers job category.

Observations:

The Operatives job category represents all 3 of main races in the market: 58.1% Hispanic/Latino, 30.2% White alone and 11.6% American Indian and Alaska.

When it comes to gender, our Index value reflects that we have 41.4% more females in the Operatives job category than the Market.

While in the Market Hispanic/Latino make up most of the Operatives job category, NCRTD has 20.4% more White workers than the market as reflected by our Index comparison.

Utilization	Total	Hispanic and Latino	Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races				Balance of not Hispanic or Latino	*% of Job Category*
			White alone	Black or African American	American Indian and Alaska	Asian alone	Native Hawaiian and Other	White and Black	White and AIAN	White and Asian	Black and AIAN		
Officials and managers													
Total, both sexes													
Percent Difference	0.0%	-25.8%	30.3%	-0.5%	-2.5%	-0.8%	-0.1%	-	-	-0.2%	-	-0.3%	*6.9%*
Index	100.0	27.9	150.8	0.0	0.0	0.0	0.0	-	-	0.0	-	0.0	*171.4*
Male													
Percent Difference	21.3%	-5.8%	29.9%	-0.5%	-1.0%	-0.8%	-0.1%	-	-	-0.2%	-	-	
Index	143.7	63.4	199.3	0.0	0.0	0.0	0.0	-	-	0.0	-	-	
Female													
Percent Difference	-21.4%	-20.2%	0.5%	-	-1.4%	-	-	-	-	-	-	-0.3%	
Index	58.4	0.0	101.7	-	0.0	-	-	-	-	-	-	0.0	
Professional workers													
Total, both sexes													
Percent Difference	0.0%	78.1%	-72.7%	-0.2%	-1.6%	-2.7%	0.0%	-	-0.2%	-0.1%	-	-0.5%	*-25.0%*
Index	100.0	455.7	0.0	0.0	0.0	0.0	0.0	-	0.0	0.0	-	0.0	*6.3*
Male													
Percent Difference	53.6%	88.6%	-33.3%	-0.1%	-0.6%	-0.6%	-	-	-	-0.1%	-	-0.4%	
Index	215.5	877.9	0.0	0.0	0.0	0.0	-	-	-	0.0	-	0.0	
Female													
Percent Difference	-53.6%	-10.6%	-39.4%	-0.1%	-1.0%	-2.1%	0.0%	-	-0.2%	-	-	-0.2%	
Index	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-	0.0	-	-	0.0	
Technicians													
Total, both sexes													
Percent Difference	-100.0%	-46.4%	-48.3%	-	-4.2%	-	-	-	-	-	-	-1.1%	*-2.8%*
Index	0.0	0.0	0.0	-	0.0	-	-	-	-	-	-	0.0	*0.0*
Male													
Percent Difference	-43.8%	-14.3%	-26.0%	-	-1.9%	-	-	-	-	-	-	-1.1%	
Index	0.0	0.0	0.0	-	0.0	-	-	-	-	-	-	0.0	
Female													
Percent Difference	-56.2%	-32.1%	-22.3%	-	-2.3%	-	-	-	-	-	-	-	
Index	0.0	0.0	0.0	-	0.0	-	-	-	-	-	-	-	
Sales workers													
Total, both sexes													
Percent Difference	-100.0%	-46.4%	-48.9%	-1.2%	-1.8%	-0.3%	-	-	-0.5%	-0.4%	-	-0.4%	*-10.5%*
Index	0.0	0.0	0.0	0.0	0.0	0.0	-	-	0.0	0.0	-	0.0	*0.0*
Male													
Percent Difference	-35.0%	-15.3%	-18.5%	-0.7%	-0.2%	-	-	-	-	-0.2%	-	-0.1%	
Index	0.0	0.0	0.0	0.0	0.0	-	-	-	-	0.0	-	0.0	
Female													
Percent Difference	-64.9%	-31.0%	-30.3%	-0.5%	-1.6%	-0.3%	-	-	-0.5%	-0.2%	-	-0.4%	
Index	0.0	0.0	0.0	0.0	0.0	0.0	-	-	0.0	0.0	-	0.0	
Administrative support workers													
Total, both sexes													
Percent Difference	0.0%	46.0%	-39.7%	-0.4%	-4.4%	-0.9%	-	-0.2%	-0.1%	-	-	-0.4%	*-10.1%*
Index	100.0	185.3	0.0	0.0	0.0	0.0	-	0.0	0.0	-	-	0.0	*33.0*
Male													
Percent Difference	-23.9%	-11.3%	-10.4%	-0.1%	-1.3%	-0.5%	-	-0.1%	-0.1%	-	-	-0.1%	
Index	0.0	0.0	0.0	0.0	0.0	0.0	-	0.0	0.0	-	-	0.0	
Female													
Percent Difference	23.9%	57.4%	-29.3%	-0.4%	-3.0%	-0.4%	-	-0.1%	-	-	-	-0.3%	
Index	131.4	234.5	0.0	0.0	0.0	0.0	-	0.0	-	-	-	0.0	
Craft workers													
Total, both sexes													
Percent Difference	0.0%	-4.8%	6.3%	-	-1.6%	-	-0.1%	-	-	-	-	-	*-6.4%*
Index	100.0	93.3	123.5	-	0.0	-	0.0	-	-	-	-	-	*43.8*
Male													
Percent Difference	3.5%	-3.7%	8.8%	-	-1.6%	-	-0.1%	-	-	-	-	-	
Index	103.6	94.8	136.1	-	0.0	-	0.0	-	-	-	-	-	
Female													
Percent Difference	-3.5%	-1.0%	-2.4%	-	-	-	-	-	-	-	-	-	
Index	0.0	0.0	0.0	-	-	-	-	-	-	-	-	-	
Operatives													
Total, both sexes													
Percent Difference	0.0%	-16.3%	5.1%	-	11.3%	-	-	-	-	-	-	-	*69.1%*
Index	100.0	78.1	120.4	-	3876.0	-	-	-	-	-	-	-	*2769.3*
Male													
Percent Difference	-11.9%	-21.2%	0.1%	-	9.3%	-	-	-	-	-	-	-	
Index	83.1	58.8	100.6	-	-	-	-	-	-	-	-	-	
Female													
Percent Difference	12.3%	4.5%	5.4%	-	2.0%	-	-	-	-	-	-	-	
Index	141.4	119.0	187.5	-	775.2	-	-	-	-	-	-	-	
Laborers and helpers													
Total, both sexes													
Percent Difference	-100.0%	-70.1%	-24.0%	-2.4%	-2.4%	-	-	-	-1.1%	-	-	-	*-4.9%*
Index	0.0	0.0	0.0	0.0	0.0	-	-	-	0.0	-	-	-	*0.0*
Male													
Percent Difference	-83.8%	-62.8%	-16.2%	-2.4%	-2.4%	-	-	-	-	-	-	-	
Index	0.0	0.0	0.0	0.0	0.0	-	-	-	-	-	-	-	
Female													
Percent Difference	-16.5%	-7.6%	-7.8%	-	-	-	-	-	-1.1%	-	-	-	
Index	0.0	0.0	0.0	-	-	-	-	-	0.0	-	-	-	
Service workers													
Total, both sexes													
Percent Difference	-100.0%	-62.9%	-28.9%	-0.1%	-4.1%	-2.6%	-0.1%	-0.1%	-0.5%	-0.4%	-	-0.3%	*-16.2%*
Index	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-	0.0	*0.0*
Male													
Percent Difference	-54.7%	-36.1%	-13.0%	-0.1%	-3.0%	-1.3%	-0.1%	-0.1%	-0.5%	-0.4%	-	-0.1%	
Index	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-	0.0	
Female													
Percent Difference	-45.3%	-26.8%	-15.9%	-	-1.2%	-1.2%	-	-	-	-	-	-0.1%	
Index	0.0	0.0	0.0	-	0.0	0.0	-	-	-	-	-	0.0	
Race Breakdown Totals													
Total, both sexes													
Percent Difference	0.0%	5.9%	-9.0%	-0.4%	5.7%	-1.4%	0.0%	-0.1%	-0.3%	-0.1%	-	-0.4%	
Index	100.0	112.4	81.1	0.0	317.1	0.0	0.0	0.0	0.0	0.0	-	0.0	
Male													
Percent Difference	8.5%	1.7%	2.7%	-0.3%	5.3%	-0.5%	0.0%	0.0%	-0.1%	-0.1%	-	-0.2%	
Index	116.5	106.5	112.3	0.0	504.8	0.0	0.0	0.0	0.0	0.0	-	0.0	
Female													
Percent Difference	-8.5%	4.2%	-11.7%	-0.1%	0.4%	-0.9%	0.0%	0.0%	-0.2%	0.0%	-	-0.2%	
Index	82.4	120.0	53.3	0.0	128.5	0.0	0.0	0.0	0.0	0.0	-	0.0	

GOALS

1. **Increase White females' representation. Our White females represent only 13.3% of our workforce which is 53.3% of the market average.**

2. **Increase Hispanic/Latino representation in the Officials and Managers functions.**

3. **Increase female representation in all job functions.**

4. **Increase our American Indian participation in the Officials and Managers functions.**

5. **We are fully committed to embracing diversity and inclusion in all aspects of our operation. Our Diversity and Inclusion Goal:**
   - **We aspire to develop a workforce that reflects the changing Labor Market and continue to build a multicultural and diverse team by embracing other minorities in the Labor Market such as African Americans and Asians.**